

BENEFITS FOR EPOA POSITIONS

RETIREMENT – PERS - 3% at 50 (sworn); 2.7% at 55 (non-sworn). The 9% (sworn) and 7% (non-sworn) PERS employee contribution is included in the employee's base salary and is paid by the employee. NOTE: Earnings from this job are not covered under Social Security. When you retire you may receive a pension based on earnings from this job. If you do, your pension may affect the amount of Social Security benefits you may receive. For more information go to, www.socialsecurity.gov/form1945.

MEDICAL - The City's workers' compensation coverage is self-funded. Medical, dental, and vision coverage for employees and eligible dependents is provided through Fire Districts Association of California (FDAC) Health Insurance Plan. A majority of the health insurance premium is paid by the City; \$30/month is paid by the employee.

VACATION - Vacation is accumulated at 1 day per month upon employment and increases with time in service. The maximum accrual is 30 days. Vacation buyback is available.

SICK LEAVE - Sick Leave is accrued at 1 day per month with no limit. A total of 78 hours of Family Sick Leave are allowed per year. Thirty of these hours are deducted from a Family Sick Leave bank and 48 hours are deducted from employee's accrued sick leave. An employee may be allowed Family Death Leave up to 3 days per incident. This is not accruable.

HOLIDAYS - The City pays for 11 ½ fixed holidays per year, in addition to 1 floating holiday.

LIFE INSURANCE - The City pays the premium on a \$20,000 life insurance policy for the employee, including eligible dependent coverage at \$1,000 each.

ADDITIONAL BENEFITS - Other benefits include optional participation in deferred compensation plans, City-paid membership in an Employee Assistance Program (EAP) for the employee and eligible dependents, free membership at the Adorni Recreation Center and discounted membership for spouse and dependent children, an educational reimbursement program, optional participation in supplemental health coverages through AFLAC, and optional participation in ICMA Retirement Health Savings (RHS) Plan.

Note: Although benefits have been reported as accurately as possible, there has been no warranty of complete benefit summary intended. All information provided is subject to the actual terms of the legal documents that control benefit programs.

**** OTHER BENEFITS APPLY ****